

CSU System Cost Cutting and Cost Avoidance Efforts

One time savings are due largely from cost avoidance associated with halting pay and benefit increases across the spectrum of employees in the CSU System. While in the short-term a cost effective measure it creates long-term issues for the CSU System in retaining and keeping highly qualified staff and maintain quality programs. Pay raises have not been given in FY 2009 and 2010, and are not proposed for 2011 making it 3-years staff has not received any pay raise.

To date the lists of efficiencies that have been implemented are as follows:

- **Efficiencies:**

- Budgets across CSU Fort Collins were reduced in fiscal year 2010 with additional cuts planned for FY 2011 resulting in cumulative reductions of 9.5% for academic units, and 9.3% to 14.4% for non-academic units.
- All but the most essential positions across the system held vacant.
 - Many Administrative Professional positions held vacant - Only 41% as many new hires as the previous year.
 - Dozens of State Classified positions not filled - Only 38% as many new hires in 2009 as compared to 2008 and only half as many promotions (52%) in 2009 as compared to 2010
 - Lay-offs across the system (approximately 120)
 - In total positions, impacted at CSU Fort Collins over the two year period is 327, inclusive of vacant and filled positions.
 - CSU Fort Collins is working to streamline certain administrative processes including such items as the implementation of e-billing, the move of our on-line payment mechanism to a state contracted vendor and the consolidation of the VP Finance and VP Administrative Services unit into on unit under the umbrella of the VP for University Operations.

Savings of \$16M

- CSU-Pueblo has banked a lot of its new revenues from enrollment and tuition by holding expenses down in FY10 and FY11. This has thereby allowed a major portion of the additional revenue to offset General Fund reductions.

Savings of \$2.5M

- CSU System cost reductions of 11% including elimination of 5 positions.

Savings of \$.5M

- Eliminated pay increases for most staff across the system in FY2009-11. Fourth time in ten years this has occurred (2004, 2009, 2010, 2011).

Cost Avoidance of \$36M

Total Estimated Savings to Date of \$55M